

EEOC TRAINING INSTITUTE
Atlanta Technical Assistance Program Seminar Agenda
August 25-26, 2004

Agenda Highlights: Join us and our expert presenters from EEOC and the private sector for one or both days of this exciting and varied program. *We will be offering 7 plenary sessions and 18 different workshops.*

Day One:

- ★ Eric Dreiband, EEOC General Counsel on EEOC's enforcement strategy
- ★ Discovery in an ADA case
- ★ Mock trial of an ADA case, including jury deliberations
- ★ Mediation of EEO claims
- ★ Nuts and bolts of EEOC's processing
- ★ Respect in the workplace
- ★ USERRA: Employees and the Military
- ★ Update on Worker's Compensation
- ★ The Aging American Workforce and the ADEA
- ★ Religion in the workplace
- ★ Workplace diversity
- ★ Your role and as coach and team leader

Day Two

- ★ Harassment in the workplace
- ★ Preparing and responding to an EEOC charge
- ★ Designing and implementing a dispute resolution program
- ★ National Origin cultural, social, linguistic and religious issues
- ★ EEOC's procedures update
- ★ Using the Internet to find EEO and employment information
- ★ Implications of the the Supreme Court's case on mixed motives for HR professionals
- ★ The changing role of employment counsel
- ★ Recognizing preventing harassment
- ★ Recent developments in EEO law
- ★ Discussion of the ten top mistakes companies and their attorneys make
- ★ Performance appraisals and your role as coach

Day 1 - Wednesday, August 25, 2004

8:00 - 8:30 a.m. **Registration and Continental Breakfast**

PLENARY SESSIONS

8:30 - 8:45 a.m. **Welcome**
Bernice Williams-Kimbrough, EEOC District Director

8:45 - 10:15 a.m. **Mock Trial**
ADA (HIV Positive) Case
Chad A. Shultz, Esq., Ford & Harrison, LLP, Atlanta, Georgia

Day 1 - August 25, 2004 - cont.

10:15 - 10:30 a.m.

NETWORKING

10:30 - 11:15 a.m.

Jury (Audience) Deliberations in Mock Trial ADA (HIV Positive) Case
Chad A. Shultz, Esq., Ford & Harrison, LLP, Atlanta, Georgia

11:15 - 12:00 noon

PANEL: "Mediation as an Alternative to Investigation and Litigation of EEO Claims"

William D. Snapp, Esq., EEOC ADR Coordinator
Peggy Prescott, Kroger Food Stores
Claudia K. Levitas, Esq., Huddle House, Inc.
Edith B. Primm, Esq., Justice Center of Atlanta, Inc.

12:00 - 1:30 p.m.

LUNCH

The Role Litigation in EEOC's Law Enforcement Strategy.
Eric Dreiband, Esq.
EEOC General Counsel

WORKSHOPS

1:30 - 2:30 p.m.

WORKSHOP SESSION 1

1. **What Pretrial Discovery Would Be Needed to Prepare for Trial of the ADA (HIV Positive) Case?**
Christopher G. Moorman, Esq., Law Office of Christopher G. Moorman
Chad A. Shultz, Esq., Ford & Harrison, LLP
2. **EEOC Administrative Process**
Charles Mitchell, EEOC Supervisor
3. **Respect in the Workplace**
Michael C. Garrard, Esq.
Russell Jones, Esq.
Work at Respect, LLC

2:30 - 2:45 p.m.

NETWORKING

2:45 - 3:45 p.m.

WORKSHOP SESSION 2

1. **USERRA: Employees and the Military**
John F. Wymer, III, Esq., King & Spalding
2. **Update on Worker's Compensation**
Charles Zirkle, Jr., Esq., Zirkle & Hoffman, LLP
3. **Your Role as a Coach and Team Leader**
Senour H Reed, RDGI Managing Partner
Scears Lee III, RDGI Program Development
RDGI – A Blended Learning Company

Day 1 - August 25, 2004 - cont

3:50 - 4:50 p.m

WORKSHOP SESSION 3

1. **The Aging American Workforce and the ADEA – Implications for HR Professionals**
Weyman T. Johnson, Jr., Esq., Paul, Hastings, Janofsky & Walker
2. **Religion in the Workplace – Expression, Accommodation, Discrimination, Harassment – Where Does One Begin and the Other End?**
Dudley C. Rochelle, Esq., Littler Mendelson, P.C
3. **Understanding the Impact of Workplace Diversity**
Senour H Reed, RDGI Managing Partner
Scears Lee III, RDGI Program Development
RDGI – A Blended Learning Company

Day 2 - Thursday AUGUST 26, 2004

8:00 - 8:30 a.m.

Registration and Continental Breakfast

8:30 - 8:45 a.m.

Welcome

Bernice Williams-Kimbrough, EEOC District Director

8:45 - 10:15 a.m.

Harassment in the Workplace – What Is It? What Can an Employer Do About It?

William M. Clifton, III, Esq., Constangy, Brooks & Smith, LLC, Macon, GA

10:15 - 10:30 a.m.

NETWORKING

10:30 - 12:00 noon

Preparing for and Responding to Internal and External Charges of Employment Discrimination – Internal Investigations, Document Retention, Discipline, Performance Appraisals

Allen W. Groves, Esq., Seyfarth Shaw, Atlanta, GA

12:00 - 1:30 p.m.

LUNCH

Designing and Implementing a Multi-Step Employee Dispute Resolution Program

Paula Simmons, Dist. Human Relations Manager, United Parcel Service

Day 2 - August 26, 2004 cont.

1:30 - 2:30 p.m.

WORKSHOP SESSION 1

1. **National Origin Diversity in the Workplace – Cultural, Social, Linguistic, and Religious Issues for HR Professionals**
William C. (Cory) Barker, Esq. , Paul, Hastings, Janofsky & Walker, Atlanta, GA
2. **EEOC Administrative Process**
Charles Mitchell, EEOC Supervisor
3. **Using the Internet to Obtain Reliable Information about Labor & Employment Law**
Colleen Williams, Esq., Reference Librarian, Georgia State University College of Law

2:30 - 2:45 p.m.

NETWORKING

2:45 - 3:45 p.m.

WORKSHOPS SESSION 2

1. ***Desert Palace v. Costa* – Implications of the Supreme Court’s Mixed Motive Doctrine for HR Professionals**
Kalin Light, Esq., Ashe, Rafuse & Hill
2. **The Changing Role of Employment Counsel– Do We Need Prizefighters or Problem Solvers?**
S. Robert Royal, Esq., EEOC Regional Attorney
3. **Recognizing and Preventing Inappropriate Behavior and Harassment**
Senour H Reed, RDGI Managing Partner
Scears Lee III, RDGI Program Development
RDGI – A Blended Learning Company

3:50 - 4:50 p.m.

WORKSHOP SESSION 3

1. **Recent Developments in EEO Law – What’s New from the Supreme Court and Elsewhere**
Dionysia Johnson-Massie, Esq., Littler Mendelson, P.C.
2. **Discussion of EEOC’s “Top Ten List” of Lapses by In-House Corporate Counsel**
William Snapp, Esq., EEOC ADR Coordinator
3. **Performance Appraisals and Your Role as Coach**
Senour H Reed, RDGI Managing Partner
Scears Lee III, RDGI Program Development RDGI – A Blended Learning Company